

12/13/83

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Schout to  
T. White 2/6/11



UNITED STATES POSTAL SERVICE  
475 L'Enfant Plaza, SW  
Washington, DC 20260

MAY 02 1984

Mr. James Connors  
Assistant Director  
Clerk Craft Division  
American Postal Workers  
Union, AFL-CIO  
817 14th Street, N.W.  
Washington, D.C. 20005-3399

ARTICLE	15
SECTION	
SUBJECT	
ARBITRATION	
TRAVEL	

Re: R. Thornton  
Aurora, CO 80010  
H1C-5F-C 20272

Dear Mr. Connors:

On April 4, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issues raised in this grievance question whether the Postal Service is contractually obligated to pay employee witnesses for the time spent traveling to and from an arbitration hearing; and whether the Postal Service is obligated to pay employee witnesses for time spent waiting to testify at such hearings.

After further review of this matter, it is the parties mutual understanding that for the most part, regional arbitration hearings are conducted at the site where the grievance arose and travel to any great degree is not necessary. In those instances where an arbitration hearing is scheduled at a location different than the site where the grievance arose and it is necessary for requested witnesses to travel to the hearing location, it is the position of the parties that the Employer is not contractually obligated to pay employees for the time spent traveling to and from the hearing location nor, has such a policy been established by the Postal Service. The clear and unambiguous language in Article 15 provides only that employee witnesses will be on Employer time when appearing at the hearing.

When arbitration hearings are held at the site where the grievance arose, it is Postal Service policy to stagger the appearance of employee witnesses in order to avoid the need for any waiting time. The consistent practice has been to require employee witnesses to perform work at a location from which they can be readily called when needed to testify.

11C PC Evh. 25

Time spent  
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